

Memorandum



Date: March 20, 2007

To: Honorable Chairman Bruno A. Barreiro
and Members, Board of County Commissioners

From: George M. Burges
County Manager

Agenda Item No. 8(A)(1)(B)

Subject: First Amendment to Agreement between Miami-Dade County and BFI Waste Systems of North America, Inc.

Recommendation

It is recommended that the Board approve the attached First Amendment to the Agreement between Miami-Dade County and BFI Waste Systems of North America, Inc. (BFI), for the provision of international waste hauling and disposal services for Miami International Airport (MIA) retroactive to July 12, 2006. This amendment decreases the cost to dispose of international waste at MIA from 11.5 cents to 9.75 cents per pound, as well as commits BFI to provide seven new compactors and changes the termination provision.

Scope

The impact of this agenda item is countywide in nature as Miami International Airport is a regional asset.

Fiscal Impact/Funding Source

This item has a positive fiscal impact as it lowers the cost of international waste hauling and disposal at MIA at a projected savings of \$204,881 annually. An additional savings of \$175,000 will be realized by BFI's provision of seven new compactors, which would otherwise have had to be purchased by the Miami-Dade Aviation Department (MDAD). This service is funded by airport revenues.

Track Record/Monitor

BFI has performed in a satisfactory manner on its international waste hauling and disposal contract with MDAD. Melvin Payne, MDAD Utilities Maintenance Division Director, is responsible for monitoring this contract.

BFI also provides curbside recycling services to the County. Solid Waste Management (SWM) stated that over the last two years, BFI's performance on the curbside recycling contract had dropped from historical levels. While the County experienced unsatisfactory service in the summer of 2006, BFI's performance has significantly improved in the last six months. In fact, service has now reached an acceptable level. SWM continues to work with BFI to maintain consistent service and regain public confidence. Please note that during the challenging period, considerable damages were assessed for poor performance. At its peak, damages in the amount of \$53,900 were charged for one monthly billing period. Damages for the most recent billing period were \$11,675.

Background

Under the original contract with BFI, MDAD paid BFI 11.5 cents per pound to dispose of its international waste at MIA. Last year, MDAD was going to implement an in-house waste hauling proposal for the International Waste Transfer Station which would reduce annual costs by \$200,000. When BFI was advised that MDAD would not renew its contract, BFI agreed to lower its contract price from 11.5 cents to 9.75 cents per pound. This price reduction is projected to save the County \$204,881 annually. In

addition, BFI will provide seven new compactors at an added savings to the County of \$175,000. The total first year savings to the County is \$379,881.

The original contract was due to expire on July 17, 2006. The contract, though, allowed for three-five year options to renew. On July 12, 2006, the first amendment to the contract was executed under the MDAD's expedite ordinance. The amendment approved the first of three options to renew and incorporated the reduction in cost referenced above, as well as BFI's commitment to provide seven compactors and modified the termination provision. The first Board meeting available to ratify this agreement was in September 2006; however, because BFI was negotiating an imminent potential sale of the company, MDAD decided to postpone the ratification so that the sale could be included in the first amendment request. To date, the sale has not been approved, therefore MDAD moved forward with the item.

MDAD discussed the cost of waste disposal with Solid Waste Management (SWM). After an analysis of MDAD costs, taking into account current industry cost for such areas as trucking, fuel and vendor disposal, SWM concluded that our costs are reasonable. A comparison of disposal costs for municipal solid waste or recycled goods versus international waste is not valid because of the special handling and disposal required for international waste. SWM is neither equipped nor capable of handling international waste.

At the February 6, 2007 Board meeting, concerns were raised that Ordinance No. 95-64 was not the proper vehicle for approval of the option to renew. Therefore, the item has been amended to request retroactive approval of this first amendment to July 12, 2006.

MODIFICATION NO.:	First Amendment
PROJECT:	Agreement for the provision of international waste hauling and disposal
PROJECT NO.:	N/A
PROJECT LOCATION:	Miami International Airport
PROJECT DESCRIPTION:	All foodstuffs and certain plant and animal materials removed from international aircraft are considered international waste by the United States Department of Agriculture (USDA) and are required to be disposed of in approved ways, mainly by incineration or sterilization. The law requires that contractors providing these services have permits for both disposal and hauling issued by USDA.
FIRM:	BFI Waste Systems of North America, Inc.
LOCATION OF FIRM:	Miami-Dade County, Florida
COMPANY PRINCIPALS:	Donald Slager; Jo Lynn White; Connie Gecich; Michael Burnett
HOW LONG IN BUSINESS:	42 years

**RECOMMENDED
MODIFICATION:**

Exercise the first of three (3) available options to renew for a five (5) year period; decrease the cost (set forth in Sub-Article 4.1.1 of the Agreement) to dispose of international waste from 11.5 cents to 9.75 cents per pound; require provision of seven (7) compactors and modify termination provision.

AGREEMENT AMOUNT:

The original agreement was estimated to be \$4,789,940 for the five (5) year term, and was based on projected service requirements of 4,344 tons per year. The actual amount expended was \$6,731,803 (actual annual service requirements of 11,707,485 pounds. [approx. 4,683 tons per year] x 11.5 cents per pound). For the renewal period, expenditures for the five (5) year period are estimated to be \$5,707,398 (based on the current annual service requirements of 11,707,485 lbs. x 9.75 cents per pound).

USING AGENCY:

Miami-Dade Aviation Department

MDAD PROJECT MANAGER:

Melvin Payne
MDAD Utilities Maintenance Division Director

FUNDING SOURCE:

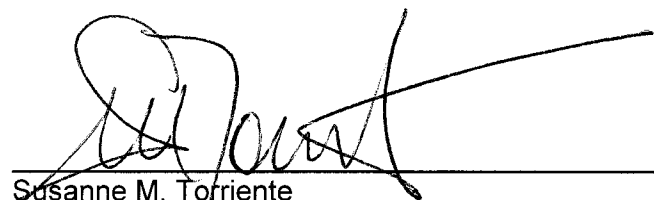
Airport Revenue Funds

CONTRACT MEASURES:

No Measure

**APPROVED FOR LEGAL
SUFFICIENCY:**

Yes



Susanne M. Torriente
Assistant County Manager



MEMORANDUM

(Revised)

TO: Honorable Chairman Bruno A. Barreiro
and Members, Board of County Commissioners

DATE: March 20, 2007

FROM: Murray A. Greenberg
County Attorney

SUBJECT: Agenda Item No. 8(A)(1)(B)

Please note any items checked.

_____ "4-Day Rule" ("3-Day Rule" for committees) applicable if raised

_____ 6 weeks required between first reading and public hearing

_____ 4 weeks notification to municipal officials required prior to public hearing

_____ Decreases revenues or increases expenditures without balancing budget

_____ Budget required

_____ Statement of fiscal impact required

_____ Bid waiver requiring County Manager's written recommendation

_____ Ordinance creating a new board requires detailed County Manager's report for public hearing

_____ Housekeeping item (no policy decision required)

✓ _____ No committee review

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 8(A)(1)(B)
03-20-07

RESOLUTION NO. _____

**RESOLUTION RETROACTIVELY APPROVING COUNTY
MANAGER'S EXECUTION OF FIRST AMENDMENT TO
AGREEMENT BETWEEN MIAMI-DADE COUNTY AND BFI
WASTE SYSTEMS OF NORTH AMERICA, INC. FOR THE
PROVISION OF INTERNATIONAL WASTE HAULING AND
DISPOSAL SERVICES AT MIAMI INTERNATIONAL
AIRPORT**

WHEREAS, this Board desires to accomplish the purposes outlined in the accompanying memorandum, a copy of which is incorporated herein by reference,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board retroactively approve the County Manager's execution of the First Amendment to the Agreement between Miami-Dade County and BFI Waste Systems of North America, Inc., for the provision of international waste hauling and disposal services, in substantially the form attached hereto, to July 12, 2006, which Amendment among other things, decreases the cost to dispose of international waste at Miami International Airport from 11.5 cents to 9.75 cents per pound; authorizes BFI to purchase seven new compactors; and, modifies the termination provisions of the agreement, all as more particularly set forth in the accompanying memorandum from the County Manager.

The foregoing resolution was offered by Commissioner _____, who moved its adoption. The motion was seconded by Commissioner _____, and upon being put to a vote, the vote was as follows:

Bruno A. Barreiro, Chairman	
Barbara J. Jordan, Vice-Chairwoman	
Jose "Pepe" Diaz	Audrey M. Edmonson
Carlos A. Gimenez	Sally A. Heyman
Joe A. Martinez	Dennis C. Moss
Dorrian D. Rolle	Natacha Seijas
Katy Sorenson	Rebeca Sosa
Sen. Javier D. Souto	

The Chairperson thereupon declared the resolution duly passed and adopted this 20th day of March, 2007. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

CAL

Cynji Lee

✓

**FIRST AMENDMENT TO AGREEMENT BETWEEN
MIAMI-DADE COUNTY, FLORIDA AND BFI WASTE SYSTEMS
OF NORTH AMERICA, INC.
FOR THE PROVISION OF INTERNATIONAL WASTE
HAULING AND DISPOSAL**

This first amendment to the agreement for the provision of international waste hauling and disposal (the "First Amendment") entered into this 12th day of July, 2006 by and between MIAMI-DADE COUNTY (the "County"), a political subdivision of the State of Florida, and BFI Waste Systems of North America, Inc. (the "Contractor").

WITNESSETH:

WHEREAS, on April 10, 2001, the Board of County Commissioners of Miami-Dade County, Florida (the "Board"), passed and adopted Resolution No. R-333-01 which authorized an agreement with BFI Waste Systems of North America, Inc. for the provision of international waste hauling and disposal (the "Agreement"); and

WHEREAS, the County desires to exercise the option to renew set forth in the agreement for one (1) five (5) year period; and

WHEREAS, the Contractor has agreed to the renewal period which commences on July 18, 2006.

NOW, THEREFORE, in consideration of the premises contained herein, the parties hereto agree to the following modifications to the Agreement as follows:

1. In Article 2 entitled "General Provisions", Sub-Article 2.11 entitled "Termination for Convenience", add the following paragraph:

"In the event Miami-Dade Aviation Department terminates this Agreement prior to the expiration of a renewal period, BFI Waste Systems of North America, Inc. will be entitled to \$175,000 for seven (7) compactors plus an equal amount to the most recent month's monthly charges multiplied by the lesser of (a) twelve months or (b) the number of months remaining in the term."

2. In Article 3 entitled "Services", Sub-Article 3.4.2 entitled "Containers at MIA", add the following to the end of this Sub-Article: "The Contractor will provide seven (7) new containers within the first two (2) years of the renewal period as follows: four (4) containers before July, 2007 and three (3) containers before 2008. The Contractor shall maintain all containers it provides."

3. In Article 4 entitled "Compensation for Services", Sub-Article 4.1.1 entitled "Pick-up of International Waste from the MIA Waste Transfer Station: " revise Sub-Articles 4.1.1.1 and 4.1.1.2 as follows:
 - 4.1.1.1 **Scheduled Pick-ups:** Cost per (lb.) for hauling and disposal shall be .0975 (9.75 cents).
 - 4.1.1.2 **Non-scheduled Pick-ups:** Cost per (lb) for hauling and disposal shall be .0975 (9.75 cents).
4. Except for the aforementioned modifications, and in all other respects, the Agreement shall remain in full force and effect in accordance with the terms and conditions specified therein.
5. This First Amendment shall become effective as of the date first written above.

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

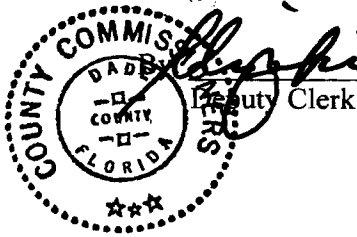
IN WITNESS WHEREOF, the partner hereto have caused this First Amendment to be executed by their respective and duly authorized officers, as of the day and the year first above written.

ATTEST:

MIAMI-DADE COUNTY, FLORIDA
A political subdivision of the State of Florida

BY ITS BOARD OF COUNTY
COMMISSIONERS

HARVEY RUVIN, CLERK



By: [Signature] 7.12.06
County Manager

(MIAMI-DADE COUNTY SEAL)

Approved as to form and legal sufficiency:

By: [Signature]
Assistant County Attorney

ATTEST:

CONTRACTOR:

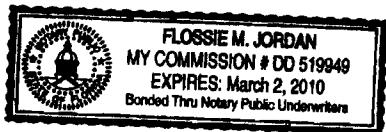
BFI Waste Systems of North America, Inc.

By: [Signature]
~~Secretary~~ Notary B

By: [Signature]
Juan Carlos Romero
District Manager

Flossie M. Jordan
Print Name

JUAN CARLOS ROMERO
Print Name

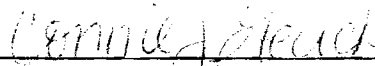


(CORPORATE SEAL)

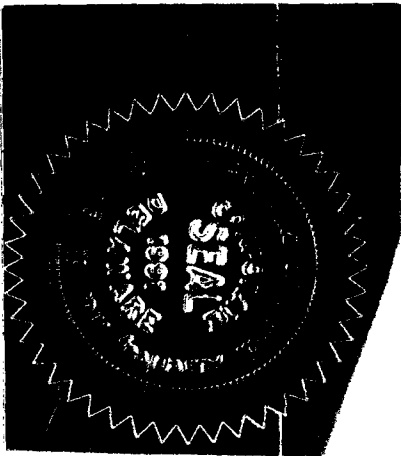
CERTIFICATE

The undersigned certifies that she is the duly elected, qualified and acting Assistant Secretary of **BFI WASTE SYSTEMS OF NORTH AMERICA, INC.**, a Delaware corporation (the "Corporation") and that attached hereto as Schedule A is a true and correct copy of resolutions duly adopted by unanimous written consent of the Board of Directors of the Corporation, and that such resolutions have not been amended or rescinded and are in full force and effect on the date hereof.

Dated: July 14, 2006.



Connie J. Gecich
Assistant Secretary



SCHEDULE A

RESOLVED, that the Corporation is hereby authorized to enter into the First Amendment to the *Agreement Between Miami-Dade County, Florida and BFI Waste Systems of North America, Inc. for the Provision of International Waste Hauling and Disposal Services* (the "**Contract**") authorized by the adoption of Resolution No. R-333-01 by the Board of County Commissioners of Miami-Dade County (the "**County**"), in the State of Florida, substantially in the form presented to the Corporation, with such changes as may be approved by the officers or such other persons authorized to execute same and such actions are hereby approved, adopted, ratified and confirmed;

FURTHER RESOLVED, that the Corporation is hereby authorized and directed to execute and deliver the Contract, and such other applications, exhibits, agreements or attachments necessary in connection with the Contract and in connection with the performance of the Corporation's obligations and agreements as set forth therein;

FURTHER RESOLVED, that **JUAN CARLOS ROMERO**, as Authorized Agent for the Corporation, or any officer of the Corporation, is hereby authorized and directed to execute and deliver the Contract to the County and to execute any and all other documents on behalf of the Corporation required by the County in connection with the Contract and in connection with the performance of the Corporation's obligations and agreements set forth therein; and

FURTHER RESOLVED, that the Secretary, or any other officer of the Corporation, is hereby authorized to certify to the adoption of the foregoing resolutions as may be required.

2006 FOR PROFIT CORPORATION ANNUAL REPORT

DOCUMENT# P36354

FILED
Apr 18, 2006
Secretary of State

Entity Name: BFI WASTE SYSTEMS OF NORTH AMERICA, INC.

Current Principal Place of Business:

15880 N. GREENWAY-HAYDEN LOOP
STE 100
SCOTTSDALE, AZ 85260 US

New Principal Place of Business:

Current Mailing Address:

15880 N. GREENWAY-HAYDEN LOOP
STE 100
SCOTTSDALE, AZ 85260 US

New Mailing Address:

FEI Number: 41-1696636

FEI Number Applied For ()

FEI Number Not Applicable ()

Certificate of Status Desired ()

Name and Address of Current Registered Agent:

CT CORPORATION SYSTEM
1200 S. PINE ISLAND ROAD
PLANTATION, FL 33324 US

Name and Address of New Registered Agent:

The above named entity submits this statement for the purpose of changing its registered office or registered agent, or both, in the State of Florida.

SIGNATURE: _____

Electronic Signature of Registered Agent

_____ Date

Election Campaign Financing Trust Fund Contribution ()

OFFICERS AND DIRECTORS:

Title: PRES () Delete
Name: SLAGER, DONALD W PRES
Address: 15880 N. GREENWAY-HAYDEN LOOP STE. 100
City-St-Zip: SCOTTSDALE, AZ 85260 US

Title: SEC () Delete
Name: WHITE, JO LYNN
Address: 15880 N. GREENWAY-HAYDEN LOOP
City-St-Zip: SCOTTSDALE, AZ 85260 US

Title: ASEC () Delete
Name: GECICH, CONNIE J A SEC
Address: 15880 N. GREENWAY-HAYDEN LOOP STE. 100
City-St-Zip: SCOTTSDALE, AZ 85260 US

Title: VP () Delete
Name: ARMSTRONG, TERRY
Address: 3358 HIGHWAY 51
City-St-Zip: FORT MILL, SC 29715 US

Title: VP (X) Delete
Name: BROTHERTON, TERRANCE R VP
Address: 323 MARBLE MILL ROAD
City-St-Zip: MARIETTA, GA 30060 US

Title: VP (X) Delete
Name: ANDREWS, JEFF D
Address: 42600 BOYCE ROAD
City-St-Zip: FREMONT, CA 94538 US

ADDITIONS/CHANGES TO OFFICERS AND DIRECTORS:

Title: P/D (X) Change () Addition
Name: SLAGER, DONALD W PRES
Address: 15880 N. GREENWAY-HAYDEN LOOP STE. 100
City-St-Zip: SCOTTSDALE, AZ 85260 US

Title: () Change () Addition
Name:
Address:
City-St-Zip:

Title: () Change () Addition
Name:
Address:
City-St-Zip:

Title: T/D (X) Change () Addition
Name: BURNETT, MICHAEL S
Address: 15880 N. GREENWAY-HAYDEN LOOP STE. 100
City-St-Zip: SCOTTSDALE, AZ 85260 US

Title: () Change () Addition
Name:
Address:
City-St-Zip:

Title: () Change () Addition
Name:
Address:
City-St-Zip:

I hereby certify that the information supplied with this filing does not qualify for the for the exemption stated in Chapter 119, Florida Statutes. I further certify that the information indicated on this report or supplemental report is true and accurate and that my electronic signature shall have the same legal effect as if made under oath; that I am an officer or director of the corporation or the receiver or trustee empowered to execute this report as required by Chapter 607, Florida Statutes; and that my name appears above, or on an attachment with an address, with all other like empowered.

SIGNATURE: AMY EHNES

POA

04/18/2006

Electronic Signature of Signing Officer or Director

_____ Date

74 12

**DISCLOSURE AFFIDAVIT FOR MIAMI-DADE COUNTY
PART I**

That the information given herein and in the documents attached hereto is true and correct.

1. The full legal name and business address* of the person or entity contracting or transacting business with Miami-Dade County is:

BFI WASTE SYSTEMS OF NORTH AMERICA, INC.
3840 NW 37 CT MIAMI, FL 33142

2. If the contract or business transaction is with a Corporation**, provide the full legal name and business address* and title for each officer.

BFI WASTE SYSTEMS OF NORTH AMERICA, INC.
15880 N. GREENWAY - HAYDEN LOOP #100, SCOTTSDALE, AZ 85260
DONALD W. SLAGER, PRESIDENT, JO LYNN WHITE, SECRETARY, CONNOR S. GECICH,
ASSISTANT SECRETARY, MICHAEL S. BURNETT, TREASURER - DIRECTOR

3. If the contract or business transaction is with a Corporation**, provide the full legal name and business address* for each director.

SAME ADDRESS
DONALD W. SLAGER - DIRECTOR
MICHAEL S. BURNETT - DIRECTOR

4. If the contract or business transaction is with a Corporation**, provide the full legal name and business address* for each stockholder who holds directly or indirectly five percent (5%) or more of the corporation's stock and state the percentage.

APOLLO MANAGEMENT IV, L.P. 17.94%
2 MANHATTANVILLE RD. PURCHASE, NY 10577
EARNEST PARTNERS, LLC 5.25%
116 S. FRANKLIN ST. ROCKY MOUNT INC 27802

5. If the contract or business transaction is with a Trust, provide the full legal name and address* for each trustee and each beneficiary. All such names and addresses are:

N/A

DISCLOSURE AFFIDAVIT FOR MIAMI-DADE COUNTY
PART I (Cont'd)

6. The full legal name and business addresses* of any other individuals (other than subcontractors, materialmen, suppliers, laborers, or lenders) who have, or will have, any interest (legal, equitable, beneficial or otherwise) in the contract or business transaction with Miami-Dade County are:

N/A

7. If a Corporate Joint Venture, list the names and titles of the Officers of the Corporate Members of the Joint Venture:

(a) President: _____	(b) President: _____
Vice-Pres: _____	Vice-Pres: _____
Secretary: _____	Secretary: _____
Treasurer: _____	Treasurer: _____

8. If a Non-Corporate Partnership or Joint Venture, list the names of the Principals of the Non-Corporate Partnership or Joint Venture:

(c) _____ (Name)	(d) _____ (Name)
(c) _____ (Title)	(d) _____ (Title)

9. State whether the person or entity contracting or transacting business with Miami-Dade County has a collective bargaining agreement with its employees (Yes/No): NO

10. Attach a list of the health care benefits to be paid to employees performing work under this Contract.

11. Attach a list reflecting the current breakdown of the entity's work force and ownership as to race, national origin and gender.

(ADD EXTRA SHEETS IF NEEDED)

* Post Office Box addresses not acceptable.

** If a Joint Venture, list this information for each member of the Joint Venture

**DISCLOSURE AFFIDAVIT FOR MIAMI-DADE COUNTY
PART II**

**LIST ALL CONSTRUCTION CONTRACTS IN EFFECT WITH MIAMI DADE COUNTY
DURING THE LAST FIVE (5) YEARS:**

CONTRACT DATE	DOLLAR AMOUNT OF ORIG.CONTRACT	FINAL AMT. OF CONTRACT	PERCENTAGE DIFFERENTIAL
--------------------------	---	-----------------------------------	------------------------------------

==
(1)

N/A (P)

\$ _____ \$ _____ %

Summary of
Construction
Work performed

Litigation
Arising out
of Contract

=
(2)

\$ _____ \$ _____ %

Summary of
Construction
Work performed

Litigation
Arising out
of Contract

DISCLOSURE AFFIDAVIT FOR MIAMI-DADE COUNTY
PART II (Cont'd)

LIST ALL PROFESSIONAL SERVICES AGREEMENTS IN EFFECT WITH MIAMI DADE COUNTY DURING THE LAST FIVE (5) YEARS:

CONTRACT DATE	DOLLAR AMOUNT OF ORIG.CONTRACT	FINAL AMT. OF CONTRACT	PERCENTAGE DIFFERENTIAL
--------------------------	---	-----------------------------------	------------------------------------

=====
==
(1) N/A (2) \$ _____ \$ _____ _____ %

Name of Dept. &
Summary of
Professional
Services
performed

Litigation
Arising out
of Agreement

=====
=
(2)

\$ _____ \$ _____ _____ %

Name of Dept. &
Summary of
Professional
Services
performed

Litigation
Arising out
of Agreement

MA

DISCLOSURE AFFIDAVIT FOR MIAMI-DADE COUNTY
PART II (Cont'd)

LIST ALL PROFESSIONAL SERVICES AGREEMENTS IN EFFECT WITH MIAMI DADE
COUNTY DURING THE LAST FIVE (5) YEARS:

CONTRACT DATE	DOLLAR AMOUNT OF ORIG.CONTRACT	FINAL AMT. OF CONTRACT	PERCENTAGE DIFFERENTIAL
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(3)

_____	\$ _____	\$ _____	_____ %
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Name of Dept. &
Summary of
Professional
Services
performed

Litigation
Arising out
of Agreement

(4)

_____	\$ _____	\$ _____	_____ %
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Name of Dept. &
Summary of
Professional
Services
performed

Litigation
Arising out
of Agreement

(ADD EXTRA SHEET(S) IF NEEDED.)

**DISCLOSURE AFFIDAVIT FOR MIAMI-DADE COUNTY
PART III**

A. How long has firm been in business? 42 years

B. Has the firm, or the principals of the firm, ever done business under another name or with another firm? No

If so, attach separate sheet(s) listing same information as in parts I, II and III of this affidavit.

C. List firm's private sector business for the last five (5) years:

<u>NAME OF CLIENT</u>	<u>DESCRIPTIVE TITLE OF PROJECT</u>
(1) _____	_____ _____
(2) _____	_____ _____
(3) _____	_____ _____
(4) _____	_____ _____
(5) _____	_____ _____

(ADD EXTRA SHEET(S) IF NEEDED.)

**SWORN STATEMENT UNDER SECTION 287.133(3)(a),
FLORIDA STATUTES, ON PUBLIC ENTITY CRIMES**

1. I understand that a "public entity crime" as defined in Paragraph 287.133(1) (g), Florida Statutes, means a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or with the United States, including, but not limited to, any bid or contract for goods or services to be provided to any public entity or an agency or political subdivision of any other state or of the United States and involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentation.

2. I understand that "convicted" or "conviction" as defined in Paragraph 287.133 (1)(b), Florida Statutes, means a finding of guilt or a conviction of a public entity crime, with or without an adjudication of guilt, in any federal or state trial court of record relating to charges brought by indictment or information after July 1, 1989, as a result of a jury verdict, nonjury trial, or entry of a plea of guilty or nolo contendere.

3. I understand that an "affiliate" as defined in Paragraph 287.133(1)(a), Florida Statutes, means:

1. A predecessor or successor of a person convicted of a public entity crime: or

2. An entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public entity crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in the management of an affiliate. The ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding 36 months shall be considered an affiliate.

4. I understand that a "person" as defined in Paragraph 287.133(1)(e), Florida Statutes, means any natural person or entity organized under the laws of any state or of the United States with the legal power to enter into a binding contract and which bids or applies to bid on contracts for the provision of goods or services let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, directors, executives, partners, shareholders, employees, members and agents who are active in management of an entity.

5. Based on information and belief, the statement which I have marked below is true in relation to the entity submitting this sworn statement. **[Please indicate which statement applies.]**

X Neither the entity submitting this sworn statement, nor any officers, directors, executives, partners, shareholders, employees, members, or agents who are active in management of the entity, nor any affiliate of the entity have been charged with and convicted of a public entity crime subsequent to July 1, 1989.

_____ The entity submitting this sworn statement, or one or more of the officers, directors, executives, partners, shareholders, employees, members, or agents who are active in management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989, **AND [Please indicate which additional statement applies.]**

_____ There has been a proceeding concerning the conviction before a hearing officer of the State of Florida, Division of Administrative Hearings. The final order entered by the hearing officer did not place the person or affiliate on the convicted vendor list. **[Please attach a copy of the final order.]**

_____The person or affiliate was placed on the convicted vendor list. There has been a subsequent proceeding before a hearing officer of the State of Florida, Division of Administrative Hearings. The final order entered by the hearing officer determined that it was in the public interest to remove the person or affiliate from the convicted vendor list. **[Please attach a copy of the final order.]**

_____The person or affiliate has not been placed on convicted vendor list. **[Please describe any action taken by or pending with the Florida Department of General Services.]**

MIAMI-DADE COUNTY DEBARMENT DISCLOSURE AFFIDAVIT

Ordinance No. 93-129, as amended by Ordinance No. 00-18, is applicable to any provider of goods or services to the County who has a debarment history of poor performance on County Contracts or who have by their commission of crimes or the rendition of civil judgements, shown a lack of honesty and integrity.

Pursuant to Ordinance No. 00-18, the terms "vendor" and "consultant" have the same meaning as "contractor" and "subconsultant" has the same meaning as "subcontractor."

The Consultant shall comply with Miami-Dade County Ordinance No. 93-129 as amended by Ordinance No. 00-18, which prevents contractors, subcontractors, their officers, their principals, stockholders, and their affiliates who have been debarred by the County, from entering into contracts with the County during the period for which they have been debarred. Debarment may also constitute grounds for termination of any existing County contract.

It is the Consultant's responsibility to ascertain that none of the subcontractors, their officers, principals or affiliates, as defined in the ordinance, are debarred by the County pursuant to Ordinance No. 93-129 as amended by Ordinance No. 00-18 before submitting a proposal.

The Disclosure Affidavit pursuant to Ordinance No. 93-129 as amended by Ordinance No. 00-18 requires the Consultant to affirm, under oath, that neither the Consultant, its subcontractors, or their officers, principals or affiliates, as defined in the ordinance, are debarred by the County at the time of the response.

Any Consultant who fails to complete the Disclosure Affidavit pursuant to Ordinance No. 93-129, as amended, shall not be awarded a Contract with the County. Any contract or transaction entered into in violation of Ordinance No. 93-129 as amended by Ordinance No. 00-18 is void, and any person who willfully fails to disclose the required information or who knowingly discloses false information can be punished by civil or criminal penalties, or both, as provided for in the law.

Consultants shall also comply with Miami-Dade County Ordinance Nos. 93-137 which provides for penalties for any entity attempting to meet contractual obligations through fraud, misrepresentation, or material misstatement. In addition, the County shall, whenever practicable, terminate the contract. The County may also terminate or cancel any other contracts which such entity has with the County.

Pursuant to Ordinance No. 97-52, any entity attempting to comply with this Ordinance through fraud, misrepresentation or material misstatement may be debarred.

Consultant or his agents, officers, principals, stockholders, subcontractors or their affiliates shall affirm that they are not debarred by Miami- Dade County.

CRIMINAL RECORD AFFIDAVIT

Pursuant to Ordinance No. 94-34, as amended by Ordinance No. 00-30, failure to disclose convictions may result in debarment for those persons or entities who knowingly fail to make the required disclosure or falsify information.

Above named Firm/Respondent, as of the date of bid/proposal submission:

 PR has not been convicted of a felony during the past ten (10) years, nor does it, as of the date of bid submission, have an officer, director or executive who has been convicted of a felony during the past ten (10) years.

 has been convicted of a felony during the past ten (10) years, or as of the date of bid submission, has an officer, director or executive who has been convicted of a felony during the past ten (10) years.

CURRENT IN OBLIGATIONS TO THE COUNTY AFFIDAVIT

Pursuant to Ordinance 99-162, as amended by Ordinance 00-67, Resolution R-531-00 and Administrative Order 3-29, all contracts, business transactions and renewals thereof with the County shall require the individual or entity seeking to transact business with the County to verify that the individual or entity is current in the obligations to the County and is not otherwise in default of any County contract. Any contract or transaction entered into in violation of this Ordinance shall be voidable.

Further, failure to meet the terms and conditions of any obligation or repayment schedule shall constitute a default of the subject contract and may be cause for suspension, termination and debarment, in accordance with the terms of the contract and the debarment procedures of the County.

Above named Firm/Respondent, as of the date of bid submission, verifies that the individual or entity is current in its obligations to the County and is not otherwise in default of any County contract.

DISABILITY NONDISCRIMINATION CERTIFICATION

That the above named entity is in compliance with and agrees to continue to comply with, and assure that any subcontractor, or third party contractor under this project complies with all applicable requirements of the laws listed below including, but not limited to, those provisions pertaining to employment, provision of programs and services, transportation, communications, access to facilities, renovations, and new construction.

The Americans with Disabilities Act of 1990 (ADA), Pub. L. 101-336, 104 Stat 327, 42 U.S.C. 12101-12213 and 47 U.S.C. Sections 225 and 611 including Title I, Employment; Title II, Public Services; Title III, Public Accommodations and Services Operated by Private Entities; Title IV, Telecommunications; and Title V, Miscellaneous Provisions.

The Rehabilitation Act of 1973, 29 U.S.C. Section 794

The Federal Transit Act, as amended 49 U.S.C. Section 1612

The Fair Housing Act as amended, 42 U.S.C. Section 3601-3631

Miami-Dade County Resolution No. R-385-95.

Any contract entered into based upon a false certification submitted pursuant to resolution No. R-385-95 shall be voidable by the County. If any attesting firm violates any of the Acts during the term of any contract such firm has with the County, such contract shall be voidable by the County, even if the attesting firm was not in violation at the time it submitted its certification.

Pursuant to Resolution No. R-385-95, as amended by Resolution No. R-182-00, failure of the certifying firm to comply with the requirements of the Resolution may result in the debarment of those who knowingly violate the policy or falsify information.

FAMILY LEAVE PLAN CERTIFICATION

That in compliance with Ordinance No. 93-118 which amended Ordinance No. 91-142 of the Code of Miami Dade County, Florida, the above named entity provides the following information and is in compliance with all items in the aforementioned ordinance.

Employees, as defined in Section 2, Ordinance No. 93-118 and Chapter 11A of the Miami Dade County Code, shall be entitled to take leave on the same terms and conditions as are provided by Sections 102, 103, 104 and 108 of the Family and Medical Leave Act of 1993 (FMLA), Public Law No. 103-3, and any amendments thereto, with the exception of the following:

- (a) An employee may also take leave under the ordinance to care for a grandparent with a serious health condition on the same terms and conditions as leave is permitted under the FMLA to care for a parent with a serious health condition.
- (b) Employers are not required by the ordinance to maintain coverage under any group health plan for the duration of an employee's leave.
- (c) Nothing in this ordinance shall be construed to affect any employee benefit plan that the employer may otherwise provide.

Pursuant to Ordinance No. 93-118, and Section 102 (Leave Requirements), Entitlement to Leave-Subject to section 103, an eligible employee shall be entitled to a total of 12 workweeks of leave during any 12-month period for one or more of the following:

- (a) Because of the birth of a son or daughter of the employee and in order to care for such son or daughter.
- (b) Because of the placement of a son or daughter with the employee for adoption or foster care.
- (c) In order to care for the spouse, or a son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent has a serious health condition.
- (d) Because of a serious health condition that makes the employee unable to perform the functions of the position of such employee.

Pursuant to Ordinance No. 91-142, as amended by Ordinance No. 93-118 and Resolution Nos. R-1499-91 and R-183-00, successful bidders and proposers who are employers covered by the Family Leave Ordinance shall, as a condition of award, certify that they provide family leave to their employees as required by such ordinance. The obligation to provide family leave to their employees shall be a contractual obligation. Failure to comply with the requirements of this section may result in debarment.

DOMESTIC LEAVE CERTIFICATION

Pursuant to Ordinance No. 99-5 and Resolution No. R-185-00, prior to entering into any contract with the County, a firm desiring to do business with the County, shall as a condition of award, certify that the firm is in compliance with the Domestic Leave Ordinance No. 99-5. The obligation to provide domestic violence leave to their employees shall be a contractual obligation. Failure to comply with the requirements of Resolution No. R-185-00, as well as the Domestic Leave Ordinance, may result in the contract being declared void, the contract being terminated and/or the firm being debarred.

The entity named above certifies that the firm is in compliance with the Domestic Leave Ordinance, Ordinance No. 99-05.

**MIAMI-DADE COUNTY REGARDING DELINQUENT AND CURRENTLY
DUE FEES OR TAXES CERTIFICATION**

Except for small purchase orders and sole source contracts, the above named entity verifies that all delinquent and currently due fees or taxes - including but not limited to real and property taxes, utility taxes and occupational licenses - which are collected in the normal course by the Miami-Dade County Tax Collector as well as Miami-Dade County issued parking tickets for vehicles registered in the name of the entity have been paid.

Pursuant to Section 2-8.6, as amended by Ordinance No. 00-30, failure to comply with the policy may result in debarment.

DRUG-FREE WORK PLACE CERTIFICATION

The entity named above certifies that the firm will provide a drug free workplace in compliance with Section 2-8.1.2 of the Code of Miami-Dade County as amended by Miami-Dade County Ordinance 00-30.

Pursuant to Ordinance No. 92-15, as amended by Ordinance No. 00-30, failure to comply with the policies in these Ordinances may result in debarment for those persons.

CODE OF BUSINESS ETHICS AFFIDAVIT

The above named entity has adopted a Business Code of Ethics that complies with the requirements of Section 1 of Ordinance No. 01-96.

The above named entity hereby affirms its understanding that its failure comply with its Code of Business Ethics shall render any contract between it and the County voidable, and subject it to debarment from future County work pursuant to section 10-38(h)(2) of the Code of Miami-Dade County. The Inspector General shall be authorized to investigate any alleged violation by a contractor of its Code of Business Ethics. Nothing contained herein shall be construed to limit the powers and duties of the Inspector General as stated in other sections of the Code of Miami-Dade County.

**COUNTY CONTRACTORS EMPLOYMENT AND PROCUREMENT PRACTICES
(AFFIRMATIVE ACTION PLAN/PROCUREMENT POLICY AFFIDAVIT)
ORDINANCE NO. 98-30**

In accordance with the requirements of Ordinance No. 98-30, all firms with annual gross revenues in excess of \$5 million, seeking to contract with Miami-Dade County shall, as a condition of award, have a written Affirmative Action Plan and Procurement Policy on file with the County's Department of Business Development. Said firms must also submit, as part of their proposals/bids to be filed with the Clerk of the Board, an appropriately completed and signed Affirmative Action Plan and Procurement Policy Affidavit.

Firms whose Boards of Directors are representative of the population make-up of the nation are exempt from this requirement and must submit, in writing, a detailed listing of their Boards of Directors, showing the race or ethnicity of each board member, to the County's Department of Business Development. Firms claiming exemption must submit, as part of their proposals/bids to be filed with the Clerk of the Board, an appropriately completed and signed Exemption Affidavit in accordance with Ordinance No. 98-30. Either submittal shall be subject to periodic reviews to assure that the entities do not discriminate in their employment and procurement practices against minorities and women owned businesses.

It will be the responsibility of each firm to provide verification of their gross annual revenues to determine the requirement for compliance with the Ordinance. Those firms that do not exceed \$5 million annual gross revenues must clearly state so in their bid/proposal.

Any Firm/Respondent which does not provide an Affirmative Action Plan and Procurement Policy may not be recommended by the County Manager for award by the Board of County Commissioners.

The Firm/Respondent shall submit only one of the following two affidavits with its bid/proposal, whichever one is appropriate to its circumstances.

DEPARTMENT OF BUSINESS DEVELOPMENT
AFFIRMATIVE ACTION PLAN SECTION
ORDINANCE NO. 98-30
AAP/PP AFFIDAVIT

Pursuant to Miami-Dade County's Ordinance No. 98-30, Section 2-8.1.5, entities with annual gross revenues in excess of \$5,000,000 seeking to contract with the County shall as a condition of receiving a County contract have: 1) a written affirmative action plan which sets forth the procedures the entity utilizes to assure that it does not discriminate in its employment and promotion practices; and 2) a written procurement policy which sets forth the procedures the entity utilizes to assure that it does not discriminate against minority - and women - owned businesses in its own procurement of goods, supplies and services.

Such affirmative action plans and procurement policies shall provide for periodic review to determine their effectiveness in assuring the entity does not discriminate in its employment, promotion and procurement practices. The foregoing notwithstanding, corporate entities whose board of directors are representative of the population make-up of the nation shall be presumed to have non-discriminatory employment and procurement policies, and shall not be required to have written affirmative action plans and procurement policies in order to receive a County contract. The foregoing presumption may be rebutted. The requirements of this section may be waived upon written recommendation of the County Manager that it is in the best interest of the County to do so and approval of the County Commission by majority vote of the members present.

Based on the above, please check the appropriate space below, and complete the affidavit as directed:

_____ My firm provides engineering, architectural, landscape architectural, land surveying and mapping services. My firm has forwarded our affirmative action plan to the Department of Business Development for review.

X My firm has annual gross revenues in excess of \$5,000,000. My firm's affirmative action plan and procurement policy has been forwarded to the Department of Business Development for review.

_____ My firm has annual gross revenues less than \$5,000,000. Therefore, Ordinance No. 98-30 is not applicable.

_____ My firm has a Board of Directors which is representative of the population make-up of the nation.
_____ (Complete the following Affirmative Action Plan exemption affidavit)

If at any time the Department of Business Development (DBD) has reason to believe that any person or firm has willfully and knowingly provided incorrect information or made false statements, DBD may refer the matter to the State Attorney's Office and/or other investigative agencies. DBD may initiate debarment and/or pursue other legal remedies in accordance with Miami-Dade County policy and/or applicable federal, state and local laws.

The undersigned swears that the foregoing statements are true and correct. If after executing this affidavit there are any changes in the information submitted, the undersigned agrees to immediately inform DBD of such changes in writing.

For Questions regarding these requirements contact the Department of Business Development at (305) 349-5960

MAA

AFFIRMATIVE ACTION PLAN EXEMPTION AFFIDAVIT

Project No.: _____ Date: _____

Project Title: _____

STATE OF FLORIDA)

ss

COUNTY OF MIAMI-DADE)

Before me, the undersigned authority, authorized to administer oaths and take acknowledgments, personally appeared: _____ after being first dully sworn, upon oath deposes and says that he is an authorized representative of:

(Legal name, Corporation, Partnership, Firm, Individual)
hereinafter called Firm/Respondent) located at _____
(address, city, state)

and, that said Firm/Respondent has a Board of Directors which is representative of the population make-up of the nation and hereby claims exemption in accordance with the requirements of Ordinance 98-30. Said respondent has a current Board of Directors Disclosure form as required by Ordinance 98-30, processed and approved for filing with Miami-Dade County Department of Business Development (DBD) under File No. _____ and the expiration date of _____

Witness: _____

(Signature)

By _____

(Signature)

Witness: _____

(Signature)

(Legal Name and Title)

The foregoing instrument was acknowledged before me this _____ day of _____ 20____

FOR A CORPORATION, PARTNERSHIP, OR JOINT VENTURE:

by: _____ Having the title of _____

() a _____ corporation () partnership () joint venture
He/She is () personally known to me, or
() has produced _____ As identification.

Notary Seal:

Notary Signature: _____

Type or print name: _____

Please note:

Ordinance 82-37 requires that all properly licensed architectural, engineering, landscape architectural, and land surveyors have an affirmative action plan on file with the County.

Ordinance 98-30 requires firms with annual gross revenues in excess of five (5) million dollars have an affirmative action plan/procurement policy on file with the County. Firms that have Boards of Directors that are representative of the population make-up of the nation are exempt.

For Questions regarding these requirements contact the Department of Business Development at (305) 349-5960

This affidavit must be properly executed by the respondent and included in the proposal/bid

25 26

FAIR SUBCONTRACTING POLICIES CERTIFICATION (ORDINANCE 97-35)

All selected proposers on County contracts in which subcontractors may be used shall be subject to and comply with Ordinance 97-35 as amended, requiring proposers to provide a detailed statement of their policies and procedures for awarding subcontracts which:

- a) notifies the broadest number of local subcontractors of the opportunity to be awarded a subcontract;
- b) invites local subcontractors to submit bids/proposals in a practical, expedient way;
- c) provides local subcontractors access to information necessary to prepare and formulate a subcontracting bid/proposal;
- d) allows local subcontractors to meet with appropriate personnel of the proposer to discuss the proposer's requirements; and
- e) awards subcontracts based on full and complete consideration of all submitted proposals and in accordance with the proposer's stated objectives.

All proposers seeking to contract with the County shall, as a condition of award, provide a statement of their subcontracting policies and procedures. Proposers who fail to provide a statement of their policies and procedures may not be recommended by the County Manager for award by the Board of County Commissioners.

The term "local" means having headquarters located in Miami-Dade County or having a place of business located in Miami-Dade County from which the contract or subcontract will be performed.

The term "subcontractor" means a business independent of a Proposer that may agree with the Proposer to perform a portion of a contract.

The term "subcontract" means an agreement between a Proposer and a subcontractor to perform a portion of a contract between the Proposer and the County.

REQUIRED LISTING OF SUBCONTRACTORS AND SUPPLIERS ON COUNTY CONTRACTS CERTIFICATION:

In accordance with Ordinance 97-104, amended by Ordinance 00-30, all successful bidders and proposers on County contracts for purchases of supplies, materials or services, including professional services, which involve the expenditures of \$100,000 or more and all bidders or proposers on County or Public Health Trust construction contracts which involve the expenditure of \$100,000 or more shall provide, as a condition of award, a listing which identifies all first tier subcontractors who will perform any part of the contract work and describes the portion of the work such subcontractor will perform, and all suppliers who will supply materials for the contract work direct to the bidder or proposer and describes the materials to be so supplied. Failure to comply with this policy may result in debarment.

A bidder or proposer who is awarded the contract shall not change or substitute first tier subcontractors or direct suppliers or the portions of the work to be performed or materials to be supplied from those identified in the listing provided except upon written approval by the County.

FALSE CLAIMS ORDINANCE AFFIDAVIT

The purpose of the Miami-Dade County False Claims Ordinance No. 99-152 is to deter persons from knowingly causing or assisting in causing the County to pay claims that are false, fraudulent, or inflated, and to provide remedies for obtaining damages and civil penalties of the County when money is sought or obtained from the County by reason of a false claim. "Claim" means any invoice, statement, request, demand, lawsuit, or action under contract or otherwise for money, property or services made to any employee, officer, or agent of the County, or to any contractor, grantee, or other recipient if any portion of the money, property, or services requested or demanded was issued from or was provided by the County (hereinafter "County funds")

Additionally, Management shall maintain a final bid takeoff, that is, the final estimate, tabulation, or worksheet prepared by the bidder in anticipation of the bid submitted and which shall reflect the final bid price. The final bid takeoff shall contain a line item for allocation of overhead costs. The final bid takeoff is a condition precedent to submitting a claim under the Contract. Any violation of this ordinance may result in the sanctions provided for in the ordinance, including debarment.

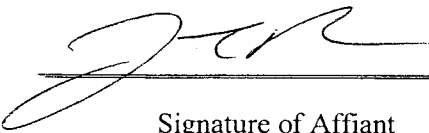
AFF-17

Updated November, 2000

27 28

This single execution shall have the same force and effect as if each of the above affidavits had been individually executed.

The applicable affidavits pertaining to Architectural/Engineering Services, RFQs, RFP's, and Bids will apply accordingly.

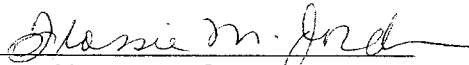
By: 
Signature of Affiant

Juan Carlos Romero, District Manager
Printed Name of Affiant and Title

411-1161916161316
Federal Employment Identification Number

SUBSCRIBED AND SWORN TO (or affirmed) before me this 13 day of July, 2006

He/She is personally known to me or has presented N/A as
identification. (Type of identification)

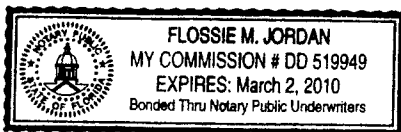

Signature of Notary

Serial Number

Flossie M. Jordan
Print or Stamp of Notary

March 2, 2010
Expiration Date

Notary Seal: _____



EMPLOYEE BENEFIT SUMMARY

All full-time, regular employees are eligible to participate in the following benefits after completing the waiting period indicated. This summary should serve as a guideline only. Specific coverage and costs are subject to change, with or without prior notice. In the event that what is listed in this summary contradicts what is in the Plan Documents or the Company Policies, the Plan Documents or Company Policies will govern.

Benefit	Summary	Eligibility Date	AW Contribution	Employee Contribution
Vacation	___ paid vacation days for current year. ___ days next year.	Based on location	100%	N/A
Sick	___ paid sick days for current calendar year. ___ days next year.	Based on location	100%	N/A
Holidays	AW offers the following paid holidays: ?? New Year's Day ?? Memorial Day ?? July 4 th ?? Labor Day ?? Thanksgiving ?? Christmas	Based on location	100%	N/A
Medical	Depending on geographic location, benefits eligible employees and their eligible family members will have the opportunity to "build" their own medical plan to suit their individual needs. This plan is available through either Cigna/Aetna Health Care HMO and/or Cigna Health Care OAP plan.	The 91 st day of employment	80% of the premium for Employee Only coverage and 75% for Family coverage.	20% of the premium for Employee Only coverage and 25% of the premium for Family coverage on a pre-tax basis
Dental	Depending on geographic location, benefits eligible employees may have one or two dental plan choices through Cigna Health Care: a Dental HMO and/or a Dental PPO.	The 91 st day of employment	80% of the premium for Employee Only coverage and 75% for Family coverage.	20% of the premium for Employee Only coverage and 25% of the premium for Family coverage on a pre-tax basis
Vision	Coverage offered through Vision Service Plan, with in-network and out-of-network benefits.	The 91 st day of employment	0% of the premium	100% of the premium on a pre-tax basis
Life Insurance	AW provides Basic Life insurance for all eligible employees	The 91 st day of employment	\$50,000 coverage at no cost to the employee	May purchase additional coverage for self, spouse, and children
Health Care Spending Account	An account in which pre-tax money can be used towards out-of-pocket medical, dental, and vision expenses.	The 91 st day of employment	A match of \$.25 for each \$1 you contribute, up to \$500 per plan year	Minimum contribution is \$260 per plan year; maximum is \$3,000 per plan year (4/1-3/31)
Dependent Care Spending Account	An account in which pre-tax money can be used towards eligible dependent care expenses.	The 91 st day of employment	0% of the premium	Minimum contribution is \$260 per plan year; maximum is \$5,000 per plan year (4/1-3/31)
401(k)	Employees may defer from 1% to 25% of their pre-tax earnings (subject to IRS limits) to AW's 401(k) Plan. Choose from ten investment funds or four portfolios.	The 91 st day of employment	AW will make a matching contribution of \$.50 for each \$1 you contribute, up to the first 5% of pay. The match is deposited quarterly. Vested at 20% per year.	Voluntary – 1% to 25% of eligible wages
LifeBalance Program	Confidential 24-hour phone counseling and three free face-to-face visits.	The 91 st day of employment	100% of the premium	None
Short Term Disability	AW provides STD at a rate of 60% of base wages including OT up to a maximum of \$2,500 per week, up to 26 weeks	6 months from date of employment	100% of the premium	None
Long Term Disability	AW provides LTD at a rate of 60% of base wages if disability lasts beyond 6 months; maximum of \$10,000 per month	6 months from date of employment	100% of the premium	None

NOTE: Credit Union and Direct Deposit are also available.

BFI Waste - Miami

861, R89, U59

#	EMPLOYEE NAME	GENDER	EEO RACE
#REF!	ABREU, TULIO	M	H
#REF!	ACCE, DIEUBON	M	B
#REF!	ADAMS, JOSEPH	M	B
#REF!	AGUILAR, SAMUEL	M	H
#REF!	ALBARRACIN, MARCO	M	H
#REF!	ALCOREZA, ANA	M	B
#REF!	ALEXANDRE, CATRICE (NESBITT)	F	B
#REF!	ALLEN, ST. GEORGE	M	B
#REF!	ANGUS, LEBERT	M	B
#REF!	ARCHIE, KENNETH	M	B
#REF!	ARISTILE, FREDERIC J.	M	B
#REF!	ARMAS, ARMANDO	M	H
#REF!	ARRATE, HAYDEE	F	H
#REF!	ARTEAGA, VICENTE	M	H
#REF!	ARTOLA, ALEXANDER	M	H
#REF!	ATKINSON, LEON	M	B
#REF!	BALDWIN, SYLVESTER	M	B
#REF!	BANARD, CLYDE	M	B
#REF!	BARAHONA, LOURDES	F	H
#REF!	BARAHONA, RAMON	M	H
#REF!	BARRIOS, FRANK L.	M	H
#REF!	BARROETABENA, RODOLFO	M	H
#REF!	BATEAU, EDENS	M	B
#REF!	BELL, TERESA	F	W
#REF!	BERMUDEZ, MARIA	F	H
#REF!	BERNAL, WILLIAM	M	H
#REF!	BERNARD, JACQUESON	M	B
#REF!	BOWE, PAUL	M	B
#REF!	BOWENS, SEWARD	M	B
#REF!	BRADLEY, DONALD	M	B
#REF!	BRINSON, JESSIE	M	B
#REF!	BROWN, ANTWON	M	B
#REF!	BROWN, ARTHUR (SR.)	M	B
#REF!	BROWN, BOBBY	M	B
#REF!	BROWN, DAVID	M	B
#REF!	BROWN, JIMMIE	M	B
#REF!	BROWN, LABRON J	M	B
#REF!	BULLARD, PATRICIA	F	B
#REF!	BURROWS, TORREYA	M	B
#REF!	BYAM, SHANE	M	B
#REF!	BYRDO, MIKA	F	B
#REF!	CALDERON, JOSE D.	M	H
#REF!	CAMPBELL, CURTIS L.	M	B
#REF!	CANELA, SAYRA	F	H

300 Employees

50 Female

17%

250 Male

83%

145 B= African American

48%

146 H = Hispanic

49%

9 W = White Non- Hispanic

3%

30 31

BFI Waste - Miami

861, R89, U59

#	EMPLOYEE NAME	GENDER	EEO RACE
#REF!	CANO, RAUL	M	H
#REF!	CARCACHE, MYRNA	F	H
#REF!	CARRAZANA, LAZARO	M	H
#REF!	CASANOVA-LA LUZ, NOEL	M	H
#REF!	CASTELLON, JAIME	M	H
#REF!	CASTILLO, JUAN	M	H
#REF!	CASTILLO, JUAN	M	H
#REF!	CASTRO, ROBERTO	M	H
#REF!	CHAMPION, SHARON (HOUSEKNECHT)	F	W
#REF!	CHAPMAN, KATHY R.	F	B
#REF!	CLAVERO, SADY	F	H
#REF!	COLEMAN, GARRY	M	B
#REF!	COLEMAN, WALTER A.	M	B
#REF!	CONNOR, CARLOS	M	H
#REF!	CRAWFORD, BARBARA	F	B
#REF!	CREWS, NORMAN	M	B
#REF!	CRUZ, ALEJANDRINO M.	M	H
#REF!	CRUZ, JUAN A.	M	H
#REF!	CRUZ, RAUL	M	H
#REF!	DAVIS, DERRICK	M	B
#REF!	DE LA CRUZ, JOSE	M	H
#REF!	DELANEY, TRAE	M	B
#REF!	DEL VALLE, ROLANDO	M	H
#REF!	DELGADO, ABISMAEL	M	H
#REF!	DELGADO, DEBORAH	F	H
#REF!	DEMALLISTRE-DURAN, JOSHUA	M	H
#REF!	DESILIER, GREGORY	M	B
#REF!	DIAZ, CONRADO	M	H
#REF!	DIAZ, MARCIA	F	H
#REF!	DIAZ, OSCAR M.	M	H
#REF!	DIEUJUSTE, GETO	M	B
#REF!	DOBSON, RUBIN	M	B
#REF!	DOMINGUEZ, ESPARTACO	M	H
#REF!	DOUGLAS, JOHNNY C.	M	B
#REF!	DUMEL, PRESSEIR	M	B
#REF!	EBERLIN, DAVID	M	W
#REF!	ELLIOTT II, CARL	M	B
#REF!	ESCOTO-RAMIREZ, LEDYS	F	H
#REF!	ESPERON, JUAN JORGE	M	H
#REF!	ESPINOSA, ESTELA	F	H
#REF!	ESPINOZA, GEOVANY	M	H
#REF!	ESTEFAN, LISSETTE	F	H
#REF!	EXALANT, PIERRE	M	B
#REF!	EXANTUS, WILSON	M	B

BFI Waste - Miami

861, R89, U59

#	EMPLOYEE NAME	GENDER	EEO RACE
#REF!	FALCON, ERNESTO	M	H
#REF!	FANDINO, JORGE	M	H
#REF!	FAVORS, JOANN	F	B
#REF!	FERRER, JOSE M.	M	H
#REF!	FIGUEROA, JOSE	M	H
#REF!	FIGUEROLA, ANGEL	M	H
#REF!	FLORENCE, GREGORY	M	B
#REF!	FLORES, RAUL A.	M	H
#REF!	FORBES, DELLIS	M	B
#REF!	FOSTER, ARNIE	M	B
#REF!	FOSTER, VAN	M	B
#REF!	FRANCIS, PATRICIA	F	B
#REF!	FRAZIER, JESSIE	M	B
#REF!	GAITER, MICHAEL	M	B
#REF!	GALINDO, JOSE T.	M	H
#REF!	GARCIA, ALICIA	F	H
#REF!	GARCIA, CARLOS	M	H
#REF!	GARCIA, JOSE M.	M	H
#REF!	GARCIA, RICARDO	M	H
#REF!	GARDNER, BOBBY	M	B
#REF!	GARDNER, THERON	M	B
#REF!	GERENA, ANGEL	M	H
#REF!	GOLDEN, ROSA	F	B
#REF!	GOMEZ, LAZARO	M	H
#REF!	GONZALEZ, ANTONIO R.	M	H
#REF!	GONZALEZ, JORGE	M	H
#REF!	GONZALEZ, JOSE S.	M	H
#REF!	GONZALEZ, REINERIS	M	H
#REF!	GONZALEZ-CONDE, RAUL	M	H
#REF!	GRANT, ANTHONY L.	M	B
#REF!	GREEN, MITCHELL A.	M	B
#REF!	GRIFFIN, JERALD	M	B
#REF!	GUANCHE, CHRISTOPHER	M	H
#REF!	GUANCHE, DANIEL	M	H
#REF!	GUANCHE, ROBERTO	M	H
#REF!	GUERRA, VICTOR	M	H
#REF!	HAYES, SAMUEL LEE	M	B
#REF!	HAYWARD, RON	M	B
#REF!	HEBRON, DENARD	M	B
#REF!	HENLEY, ANTHONY	M	B
#REF!	HENRY, MAFFETT T.	M	B
#REF!	HERNANDEZ, CANDIDO	M	H
#REF!	HERNANDEZ, DIONISIO	M	H
#REF!	HERNANDEZ, PEDRO	M	H

BFI Waste - Miami

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#	EMPLOYEE NAME	GENDER	EEO RACE
#REF!	HOUSTON, WAYNE	M	B
#REF!	HUDSON, ANZIO	M	B
#REF!	HUNTER, JOHNNIE	M	B
#REF!	INGRAM, ANDRE	M	B
#REF!	ISRAEL, CARLOS	M	B
#REF!	JEAN-BAPTISTE, LAMARRE	M	B
#REF!	JENKINS, TIMOTHY	M	B
#REF!	JOHN-PIERRE, ROSIE	F	B
#REF!	JONES, ALFRED	M	B
#REF!	JORDAN, CAPRI	F	B
#REF!	JORDAN, FLOSSIE M.	F	B
#REF!	JOSEPH, ENOCH	M	B
#REF!	JOSEPH, RICHARD	M	B
#REF!	KITCHEN, JR., ALFRED	M	B
#REF!	LALINDE, GABRIEL	M	H
#REF!	LARA, JAIRO	M	H
#REF!	LARA, JENNY	F	H
#REF!	LATORTUE, ANDY	M	B
#REF!	LAW, DIEGO	M	H
#REF!	LEE, ASHLEY	F	B
#REF!	LEE, LLOYD	M	B
#REF!	LEMUS, OSVALDO	M	H
#REF!	LEON, PEDRO	M	H
#REF!	LEWIS, CORNELUIS	M	B
#REF!	LEWIS, TOMENIA	F	B
#REF!	LEYVA, MARIANO	M	H
#REF!	LIGHTBOURNE, SYLVET	M	B
#REF!	LOPEZ, CARLOS	M	H
#REF!	LORENZO, ELEONEL	M	H
#REF!	LOVETT, SAMETHA	F	B
#REF!	LOWRY, LACARVIA	M	B
#REF!	LUCAS, MICHAEL	M	B
#REF!	LUCAS, MONIQUE	M	B
#REF!	LUNA, ARIEL	M	H
#REF!	MACHADO, ONELIO	M	H
#REF!	MADERE, DAVID	M	B
#REF!	MALARY, MURAT	M	B
#REF!	MALDONADO, WILFREDO	M	H
#REF!	MARCEUS, JEAN L.	M	B
#REF!	MARENCO, SERGIO	M	H
#REF!	MARIN-CORDERO, MARIO	M	H
#REF!	MASSA, JEANMARIE	F	W
#REF!	MATOS, OSMEL	M	H
#REF!	MATTHEWS, FREDERICK	M	W

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#	EMPLOYEE NAME	GENDER	EEO RACE
#REF!	MCKINZY,MICHAEL	M	B
#REF!	MEDINA,REINALDO	M	H
#REF!	MEJIA,JEFFREY	M	H
#REF!	MEJIA,WILLIAM A.	M	H
#REF!	MESA, ERUNDINA	F	H
#REF!	MILIAN, WILLIAM	M	H
#REF!	MIRANDA,MANUEL	M	H
#REF!	MORGAN, WILLIAM K.	M	W
#REF!	MUNOZ, ADA	F	H
#REF!	MURPHY, ALLEN	M	B
#REF!	NERIOS, MARSHALL A.	M	H
#REF!	MURRAY, RONALD	M	B
#REF!	NINO, PETRONA	F	H
#REF!	NINO-PEREZ,BENJAMIN	M	H
#REF!	NUNEZ,PATRICIO	M	H
#REF!	ORDONEZ, HILMA	F	H
#REF!	ORDONEZ, HILMA	F	H
#REF!	PAGAN, FREIDE	M	H
#REF!	PALMER,GERALD	M	W
#REF!	PANIAGUA,MARVIN	M	H
#REF!	PARKER, MICHAEL	M	B
#REF!	PAULINO, ANDRIANA	F	H
#REF!	PENA,HUMBERTO	M	H
#REF!	PEREZ, ALEXANDER	M	H
#REF!	PEREZ,CARLOS P.	M	H
#REF!	PEREZ, LUCY	F	H
#REF!	PEREZ, WASHINGTON	M	H
#REF!	PERRY, ALPHONSO	M	B
#REF!	PERRY, ZOLTON	M	B
#REF!	PINA, ORLIN	M	H
#REF!	PORTER, RANDOLPH	M	W
#REF!	POWELL,LORETTA L.	F	B
#REF!	PROL, FERNADO	M	H
#REF!	PROPHETE, JEAN	M	B
#REF!	PULIDO, JULIO	M	H
#REF!	RALPH, JOHN	M	B
#REF!	RANERO, ROLANDO	M	H
#REF!	REYES,EUGENIO A.	M	H
#REF!	REYES, MASSIEL	F	H
#REF!	REYES-ARTEAGA, ARSENIO	M	H
#REF!	RIVAS, TIMOTHY	M	B
#REF!	RIVERA,CARLOS	M	H
#REF!	RIVERS, NATHAN	M	B
#REF!	ROBINSON, JOHNNIE	M	B

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#	EMPLOYEE NAME	GENDER	EEO RACE
#REF!	RODRIGUEZ, DAVID	M	H
#REF!	RODRIGUEZ, DULCE	F	H
#REF!	RODRIGUEZ, ENRIQUE	M	H
#REF!	RODRIGUEZ, FRANKLIN	M	H
#REF!	RODRIGUEZ, HUMBERTO	M	H
#REF!	RODRIGUEZ, MARLON	M	H
#REF!	RODRIGUEZ, ROLANDO	M	H
#REF!	ROJAS, OSVALDO	M	H
#REF!	ROMERO, JUAN	M	H
#REF!	ROQUE, FELIX	M	H
#REF!	ROQUE, JOSE A.	M	H
#REF!	ROSADO, GILBERT	M	H
#REF!	ROSARIO, ADAN	M	H
#REF!	ROTIBI, VICTOR D.	M	B
#REF!	RUBIO, RAUL	M	H
#REF!	SAILOR, THERON	M	B
#REF!	SAMUELS, JOEL	M	B
#REF!	SANCHEZ, ANA	F	H
#REF!	SANCHEZ, VANESSA	F	H
#REF!	SANCHEZ-LOPEZ, JORGE	M	H
#REF!	SANDOVAL, MAYRA L.	F	H
#REF!	SANTIAGO, JOSE J.	M	H
#REF!	SANTOS, RAFAEL	M	H
#REF!	SARABIA, ENRIQUE	M	H
#REF!	SARDUY, CARLOS	M	H
#REF!	SARRIA, PABLO	M	H
#REF!	SCRUGGS, DEREK	M	B
#REF!	SCRUGGS, LEONARD	M	B
#REF!	SCRUGGS, SAUL	M	B
#REF!	SEAY, KENNETH	M	B
#REF!	SHULER, THOMAS SR.	M	B
#REF!	SINGLETARY, RICK	M	B
#REF!	SIRMANS, LARRY	M	B
#REF!	SMALL, ALAN L.	M	B
#REF!	SMITH, ANTHONY	M	B
#REF!	SMITH JR, LESTER	M	B
#REF!	SMITH, TERRY M.	M	B
#REF!	SNOW, ERIC	M	B
#REF!	SOLANO, MELIDA	F	H
#REF!	SPENCER, ANGELO	M	B
#REF!	ST. ANGE, LOUIS	M	B
#REF!	ST. HILAIRE, JEAN	M	B
#REF!	STEWART JR, MICHAEL	M	B
#REF!	STOKES, MORRIS	M	B

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#	EMPLOYEE NAME	GENDER	EEO RACE
#REF!	SUAREZ, WILFREDO	M	H
#REF!	SUAREZ-BASULTO, ALBERTO	M	H
#REF!	TAYLOR, COREY	M	B
#REF!	TAYLOR, JIMMIE	M	B
#REF!	TELLEZ, MARLON	M	H
#REF!	TENNOR, JEAN	M	B
#REF!	TIMIRAO, VINCENTE	M	H
#REF!	TOBLER, LEEQUAN	M	B
#REF!	TOOMBS, CYRIL W.	M	B
#REF!	TORRES, ULICES	M	H
#REF!	TRAVIESO, RAMON	M	H
#REF!	TROY II, ANTHONY	M	B
#REF!	URBINA, ELVIS	M	H
#REF!	VENEGAS, DAVID	M	H
#REF!	VERNEUS, JOEL	M	B
#REF!	VILLANUEVA, DANIEL	M	H
#REF!	WARREN, JIMMIE	M	B
#REF!	WASHINGTON, CHARLES	M	B
#REF!	WEBBE, THEODORE A.	M	B
#REF!	WHITE, ROBIN	M	B
#REF!	WHITE, RUSSELL	M	B
#REF!	WILLIAMS, C.J.	M	B
#REF!	WILLIAMS, CRAIG	M	B
#REF!	WILLIAMS, MAURICE	M	B
#REF!	WILLIAMS, MICHELLE V. (SCOTT)	F	B
#REF!	WILLIAMS, VIRGIL	M	B
#REF!	WILLIAMS, WILLIE	M	B
#REF!	WILSON, LAZARO	M	H
#REF!	WILSON, WALTER	M	B
#REF!	WOODARD, FELICIA	F	B
#REF!	WOODCOCK, PHILLIP	M	W
#REF!	WOODS, KENDREA	F	B
#REF!	WOODWARD, THEODORE	M	B
#REF!	WRIGHT, CECIL	M	B
#REF!	YERO, DAYANA	F	H
#REF!	YOUIN, PHILLIP	M	B